

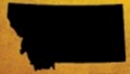
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RevUp Montana (a.k.a. SWAMMEI Grant):

Progress Report – The “Paint on the Barn”



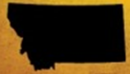
RevUp
Empowering Montana's Workforce



Grant Overview

- \$25 million workforce development initiative
- 13 colleges + MT Department of Labor
- 9 areas of occupational focus
 - Welding, fabrication, diesel technology, energy technology, machining, industrial electronics, industrial maintenance, commercial driving (CDL), entrepreneurship, and
 - Developmental math, coaching, sector partnerships, etc.
- Focused on systemic change to address: (1) return on investment for students and (2) skills gap
- Oct 1, 2013 – Sept. 30, 2016
+ 1 year evaluation

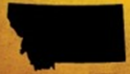




Program Shifts

- Partitioned CAS/AAS programs into semester length “tiers”
 - Certificate of Technical Studies off ramp added
- Aligned learning outcomes across colleges
- Embedded industry-recognized credentials into 40 programs
 - Transferable credentials demonstrate specific skills
- **2,957** students directly impacted (at the beginning of August)





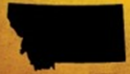
Workforce Navigators

- Recruitment, retention and placement
- Case management approach (a.k.a. “intrusive advising”) – regular check ins with students
- College employees but also serve local Job Service

Impacts

- Significant positive impacts on recruitment, retention, completion and placement
- Initial indication - very strong ROI

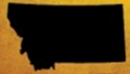




Alignment with Montana Department of Labor & Industry

- Efficient use of available resources - “Zippering” 2-year colleges CTE and MT DLI into one unified workforce development system
- Sector Partnerships/KINs
- Workforce Navigators
- Apprenticeship pathways: union and CBE
- Dr. Kirk Lacy, *Director of Industry-driven Workforce Partnerships*





Post Employment System

Economic Shifts

- Full employment
- Roughly 25% of existing workforce expected to retire within 3-5 years
 - Not enough young people to fill void
 - Skills gap will impact business productivity

Shift in Strategy

- Gaps Analysis of current and anticipated short-term training needs – “up-skilling” current workers
 - Break even model of delivery





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